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# **Sailor Training Continuum (STC)**

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# Objectives

- **Standardizes an integrated timeline for all Sailor qualifications**
  - Professional, Personal, Leadership
  - First 3 vectors of Navy's 5 Vector Model
- **"Habit of Achievement"**
- **Phased, prioritized qual plan for each Sailor**
- **Track workcenter qual readiness**
- **Model after Air Crew Training Continuum (ACTC)**

# Overview



- **Enlisted career development plan**
  - Day one to PRD
  - CPO Involvement
- **Standardized Professional Development**
  - Phased timeline
  - In rate qualifications
    - OJT, CDI, QAR, etc.
    - Support Equipment Licenses
    - Miscellaneous requirements
  - Non-rate training
    - Watch Standers PQS, EAWS...
- **Milestones and Recognition**

Microsoft Excel - Aircraft Div Qual Tracker

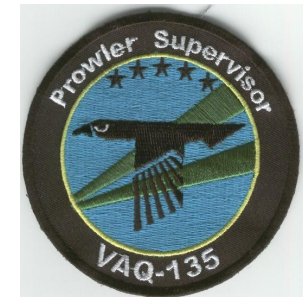
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J2 = UPDATED 21 OCTOBER 03

		AIRFRAMES QUAL TRACKER											
		UPDATED 21 OCTOBER 03											
		VIER											
		AM2 SCHWARZ	AM2 SEMPLER	AM3 FREY	AM3 SIMMONS	AM3 BLACKLEDGE	AM2 RING	AM3 LEE	AM3 CAMILLO	AM3 JANDA	AM3 JANDA	AM3 JANDA	
		30-Aug-02	27-Aug-02	23-Sep-02	30-Aug-02	27-Sep-02	5-Aug-02	5-Sep-02	30-Aug-02	17-Jul-02	17-Jul-02	17-Jul-02	
1	WORKCENTER QUAL RATE	66%	66%	66%	66%	66%	66%	66%	66%	66%	66%	66%	
2	NUMBER OF PERSONNEL	19	19	19	19	19	19	19	19	19	19	19	
3	0-LEVEL TOUR NUMBER												
4	SHOP REPORT DATE/PGIS DATE												
5	PHASE I	18	30 DAYS	23-Sep-02	26-Sep-02	23-Sep-02	23-Sep-02	27-Sep-02	4-Sep-02	5-Oct-02	29-Sep-02	17-Jul-02	
6	FOU PREVENTION CERT	18	ONE TIME	X	X	X	X	X	X	X	X	X	
7	NAME BOOK	18	ONE TIME	X	X	X	X	X	X	X	X	X	
8	W/C SPECIFIC HAZCOM	18	ONE TIME	X	X	X	X	X	X	X	X	X	
9	BRACE BORD	18	ONE TIME	X	X	X	X	X	X	X	X	X	
10	ORDNANCE BRIEF	18	6 MONTHS	13-Apr-04	15-Mar-03	16-Apr-04	28-Feb-04	28-Feb-04	4-Mar-04	28-Feb-04	30-Mar-03	30-Apr-04	
11	SEAT BRIEF DUE	18	6 MONTHS	13-Apr-04	30-Aug-03	30-Apr-04	30-Apr-04	30-Apr-04	30-Apr-04	31-Dec-03	30-Mar-03	30-Apr-04	
12	NAVOSH INDS	18	ANNUAL	5-Sep-04	5-Sep-04	5-Sep-04	5-Sep-04	5-Sep-04	5-Sep-04	5-Sep-04	5-Sep-04	5-Sep-04	
13	FLIGHTDECK PRYS	18	ANNUAL	30-Oct-03	30-Dec-03	20-Jan-04	31-Jan-04	31-Jan-04	6-Sep-03	5-Sep-03	5-Sep-03	31-Jan-04	
14	HEADING TEST	18	ANNUAL	30-Oct-03	30-Dec-03	20-Jan-04	31-Jan-04	31-Jan-04	6-Sep-03	5-Sep-03	5-Sep-03	31-Jan-04	
15	PHASE II	17	3 MONTHS	27-May-03	24-May-03	27-May-03	27-May-03	25-May-03	2-May-03	2-May-03	27-May-03	14-May-02	
16	WATCHSTANDER POS	17	ONE TIME	175	175	175	175	175	175	175	175	175	
17	PREVENT	17	ONE TIME										
18	DCPS	17	24 YEARS	3-May-03	10-Mar-06		10-Mar-06	10-Mar-06	24-Jan-05				
19	FIRE FIGHTING	17	ONE TIME										
20	COPIES	17	4 YEARS	4-Jun-06	23-Jul-06	5-Mar-06	28-Nov-04	5-Mar-06	23-Jul-06	23-Jul-06	18-Jun-06		
21	COPIES	17	ONE TIME	X	X	X	X	X	X	X	X	X	
22	DUO CONTAMINANT ISS BUAL	17	ONE TIME	X	X	X	X	X	X	X	X	X	
23	JACK OPERATOR	17	ONE TIME	X	X	X	X	X	X	X	X	X	
24	TIRE & WHEEL	17	ONE TIME	X	X	X	X	X	X	X	X	X	
25	AMMETH	17	3 YEARS	15-Jul-05	28-Jan-05	24-Apr-06	18-Jun-05	18-Dec-05	20-Nov-05				
26	AMMETH	17	3 YEARS	15-Jul-05	28-Jan-05	24-Apr-06	18-Jun-05	18-Dec-05	20-Nov-05				
27	AMMETH	17	3 YEARS	15-Jul-05	28-Jan-05	24-Apr-06	18-Jun-05	18-Dec-05	20-Nov-05				
28	AMMETH	17	3 YEARS	15-Jul-05	28-Jan-05	24-Apr-06	18-Jun-05	18-Dec-05	20-Nov-05				
29	PHASE III	16	3 YEARS	27-Feb-04	27-Feb-04	28-Feb-04	28-Feb-04	26-Feb-04	5-Mar-04	4-Apr-06	6-May-06		
30	AF OUT	16	ONE TIME	56%	67%	56%	56%	33%	61%	44%	33%	44%	
31	NAVOSH FOR SUPERVISORS	16	ONE TIME	X	X	X	X	X	X	X	X	X	
32	NAVOSH FOR SUPERVISORS	16	ONE TIME	X	X	X	X	X	X	X	X	X	
33	NON-SUPERVISOR OUT	16	ONE TIME	X	X	X	X	X	X	X	X	X	
34	SUPERVISOR OUT	16	ONE TIME	X	X	X	X	X	X	X	X	X	
35	FLIGHT DECK FPM (304)	16	ONE TIME	X	X	X	X	X	X	X	X	X	
36	DUCT DIVER	16	ONE TIME	X	X	X	X	X	X	X	X	X	


Ready

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# Qualification Tracker

	A	B	C	E	I	J	K	L	M
1		Workcenter Qual Rate	66%		AIRFRAMES Q				
2		# QUALS REQ	Number of Personnel	19	UPDATED 21				
3		# QUALS	# QUALS	WHEN	AM2 SCHWARZ 1 30-Aug-02	AM2 SABLE 1 27-Aug-02	AM3 FREY 1 30-Aug-02	AM3 SIMMONS 1 30-Aug-02	AM3 BLACKLEDGE 1 28-Aug-02
4									
5									
6	O-LEVEL TOUR NUMBER								
7	SHOP REPORT DATE/ PG13 DATE								
8	PHASE I	18		30 DAYS	29-Sep-02	26-Sep-02	29-Sep-02	29-Sep-02	27-Sep-02
9					100%	78%		100%	100%
10	FOD PREVENTION	18	18	ONE-TIME	X	X		X	X
11	NAMP INDOOR	18	18	ONE-TIME	X	X		X	X
12	SWC SQUAD	18	15	ONE-TIME	X				
13		18	14	ONE-TIME	X	X			
14		18	14	6 MONTHS	13-Apr-04	15-Mar-03			
15		18	13	6 MONTHS	13-Apr-04	30-Aug-03			
16		18	18	ANNUAL	5-Sep-04	5-Sep-04			
17		18	13	ANNUAL	30-Oct-03	30-Dec-03			
18	HEARING TEST	18	10	ANNUAL	30-Oct-03				
19	PHASE II	17		9 MONTHS	27-May-03	24-May-03			
20					77%	77%			
21	WATCHSTANDER PQS	17	0	ONE-TIME					
22	PREVENT	12	3	ONE-TIME					
23	CPR	17	8	2-4 YEARS	9-May-03	10-May-06			
24	DC PQS	17	4						
25	FIRE FIGHTING	17		4 YEARS					
26	CORROSION CONTROL COURSE	17	17	ONE-TIME	X	X			
27	HYD CONTAM ANALYSIS QUAL.	17	11	ONE-TIME	X	X			
28	JACK OPERATOR	17	15	ONE-TIME	X	X			
29	TIRE & WHEEL	17	12	ONE-TIME	X	X			
30	A/M2TT-5	17	12	3 YEARS		28-Jun-05			
31	A/M2TT-7	17	11	3 YEARS		28-Jun-05			
32	A/M26U-4	17	11	3 YEARS	15-Jul-05	28-Jul-05			
33	A/M2TT-6	17	8	3 YEARS	4-Aug-05				
34	PHASE III	0		18 MONTHS	28-Feb-04				
35					56%				
36	AF OJT	0	12	ONE-TIME	X				
37	NAVOSH FOR SUPERVISORS	0	0	ONE-TIME					
38	HAZCOM FOR SUPERVISORS	0	0	ONE-TIME					
39	NON-SUPERVISOR OJT	0	10	ONE-TIME	X	X			
40	SUPERVISOR OJT	0	8	ONE-TIME	X	X			
41	FLIGHT DECK FAM (304)	0	13	ONE-TIME	X	X			

Phased quals

% WC Qual'd  
at combat  
level

number of  
quals

number of  
quals on  
combat cruise



# Sustainment Plan

- **Level 1:** CMC presents at Monday Raven huddle (in RR on board ship)
- **Level 2:** WC supervisor presents
- **Level 3:** DivO / DivCPO presents
- **Level 4:** Dept Head presents
- **Level 5:** CO presents
- **7F/MWR funds initial patch. Can buy others if desired**

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# **1<sup>st</sup> & 2<sup>nd</sup> Sea Tour programs**

- **Same program**
- **2<sup>nd</sup> Sea tour sailors have  
accelerated timelines**

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# Sailor Training Continuum (STC)

*1<sup>st</sup> Sea Tour sailor*



**Level 1  
Raven**



**Level 2  
Black Raven**

PC



**Level 3  
Prowler Qualified**

OJT Completed



**Level 4  
Prowler QA**  
NOTE: Only exceptional 1<sup>st</sup> term sailors will reach this qualification in their 1<sup>st</sup> tour.  
CDI or Equivalent



1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60
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## Professional Dev

- Prof Trng Syllabus
- NAVOSH
- NAMP
- Sailor skills (Uniform, Watchstanding, PRT, Advancement)

## Personal Dev

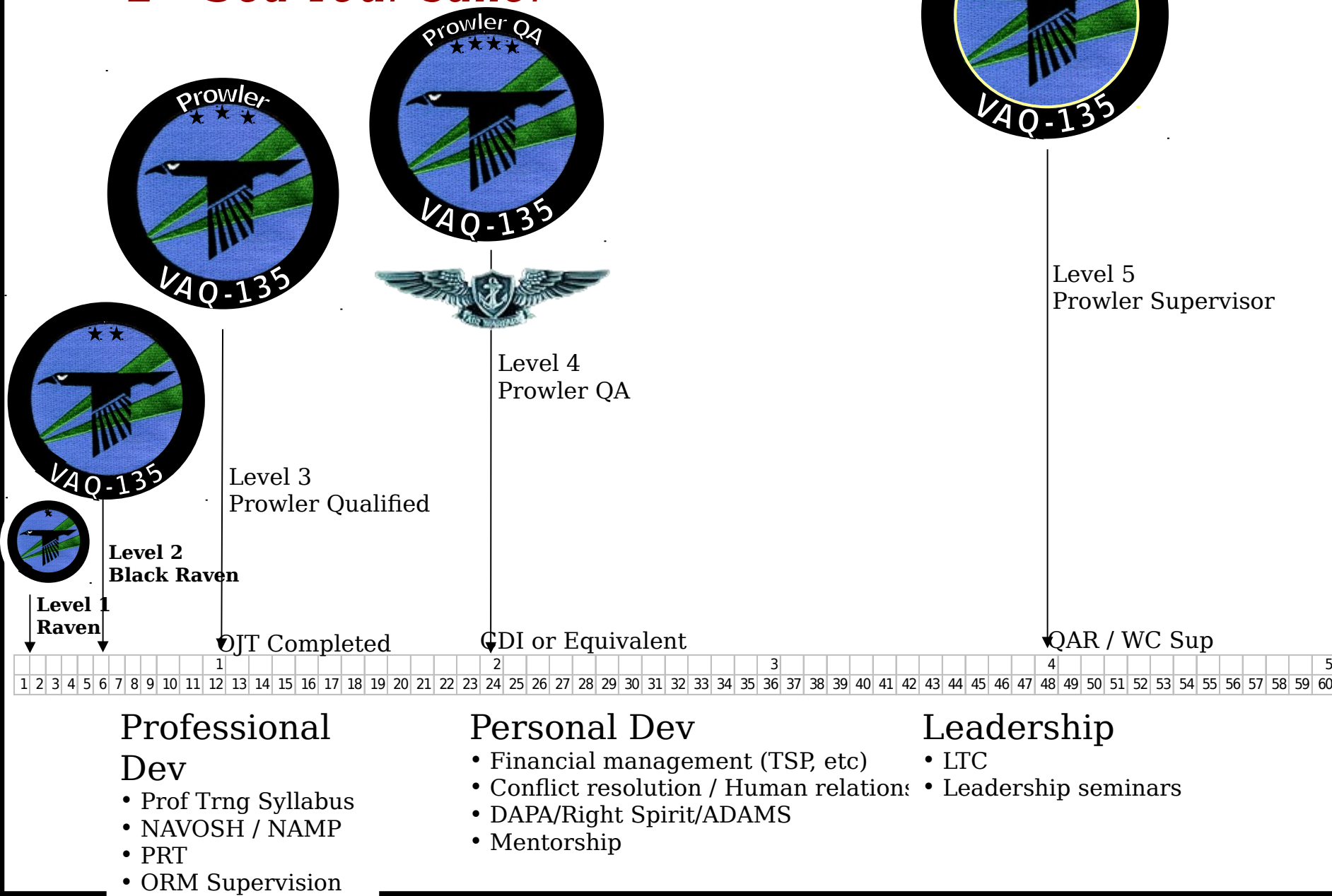
- Financial management (checkbook, allotments, TSP)
- Conflict resolution
- Human relations
- DAPA/Right Spirit/Prevent
- Mentor use

## Leadership

- Leadership seminars

# Sailor Training Continuum (STC)

## 2<sup>nd</sup> Sea Tour sailor





# Level 1 Raven



- **Squadron indoctrination program**
- **Completion goal 1 month on board**
- **PRs sew velcro on blue coveralls (right pocket)**
- **CMC awards level 1 patch as needed every Monday at shift change**



# Level 2 Black Raven



- **Basic technician**
- **Completion goals**
  - **1<sup>st</sup> Sea Tour Sailor: 18 months on board**
  - **2<sup>nd</sup> Sea Tour Sailor: 6 months on board**
- **Includes time for TAD**
- **WC Supervisor awards Level 2 patch as needed every Monday at shift change**



# Level 3 Prowler Qualified




- **On-the-job (OJT) syllabus complete**
- **Top qualification for most first term Sailors**
- **Completion goals**
  - **1<sup>st</sup> Sea Tour Sailor: 42 months on board**
  - **2<sup>nd</sup> Sea Tour Sailor: 12 months on board**
- **DivO/DivCPO awards Level 3 patch as needed every Monday at shift change**





# Level 4 Prowler QA

- **CDI or equivalent syllabus complete**
- **EAWS complete** 
- **Completion goals**
  - **1<sup>st</sup> Sea Tour Sailor: Exceptional only**
  - **2<sup>nd</sup> Sea Tour Sailor: 24 months on board**
- **Dept Head awards Level 4 patch as needed every Monday at shift change**



# Level 5 Prowler Supervisor



- **WC Supervisor / QAR syllabus complete**
- **Awarded by completing quals, NOT for being assigned as a WC sup**
- **Completion goals**
  - **2<sup>nd</sup> Sea Tour Sailor: 48 months on board**
- **CO awards Level 5 patch as needed every Monday at shift change**



# Mechanics of patching



- **WC supervisor assigns required quals**
- **DivCPO approves (checks for qual balance)**
- **Sailor earns quals. AFTER entry into training jacket, DivO updates qual tracker.**
- **DivO emails AMO with request for patches. AMO has patches / coveralls ready for next Monday's Raven huddle.**



# How do we change it?

- **Individualized qual syllabus for each Sailor (DivCPO)**
- **# of qualification required per WC (DivO)**
- **Change to standard qual syllabus (AMO)**
- **Waiver to qualification after initial CPO assignment (AMO)**
- **Squadron instruction (CO)**

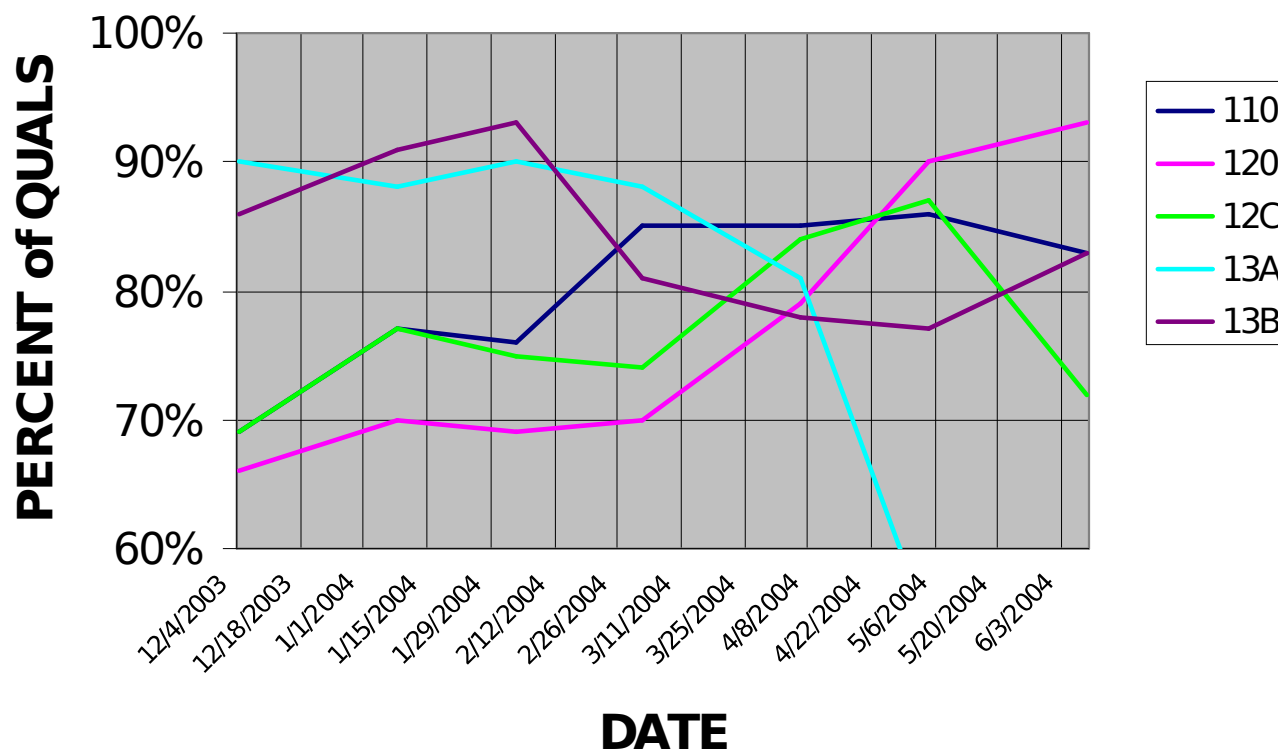
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# Qual trend data

## DivOs brief CO each month

### A/C DIV TRAINING



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# World Famous Black Raven Sailor Training Continuum (STC)

Level 1  
Indoc Complete

## Level 2

### Black Raven

Level 3  
Prowler Qualified

Level 4                      Level 5  
Prowler QA Prowler Supervisor



## New Check-ins

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# Questions?

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